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Retaining Nurses in NHS Acute Hospitals: Investigating associations between intention to leave and work constructs

Dr. Fiona Robson and Dr. Andrew Robson
Newcastle Business School

Paper abstract

This study involves survey research centred on nursing professionals employed within two English acute NHS hospitals. A clear business case is provided for the importance of improving the retention of nurses in relation to issues such as reducing NHS costs and the potential negative impact on patient care and the subsequent outcomes. The paper presents the findings of how a range of work centred constructs and personal characteristics impact upon individual leave intentions. Whilst the latter have only marginal impact on this desire, a number of latent constructs that describe the employee experience of the working environment do, in particular affective commitment, employee engagement and morale, whilst work/family conflict also plays a significant contribution. These results drive a number of recommendations for the hospitals to aid retention and minimise nurses' intention to leave.

From: Fiona Robson [<mailto:f.robson@northumbria.ac.uk>]
Sent: 22 February 2011 11:07
To: sean.smith
Cc: Andrew Robson; Ron Beadle
Subject: Paper proposal for Northumbria Research Conference

Dear Sean

I am pleased to attach an abstract for a joint paper from Dr. Andrew Robson and I for consideration by the review panel.

Please do not hesitate to contact me if you require any additional information.

Kind regards

Fiona

Dr Fiona Robson *PhD MA MCIPD BA(Hons)*
Senior Lecturer in Human Resource Management
and
Programme Leader in Research Development
Newcastle Business School